Country Report - Directors

CEO Biographies - (Where more than one CEO is named the position was held by both during the latest year) :

Company:	Sector:	Name:	Surname:	Gender:	Director Nationality:	Age at Latest Year End:
African Bank Investments	Banking and Financial Services	Leonidas	Kirkinis	Male	South Africa	54
African Oxygen	Industrial	Brett	Kimber	Male	South Africa	58
African Oxygen	Industrial	Schalk	Venter	Male	0	0
African Oxygen	Industrial	Schalk	Venter	Male	0	0
African Oxygen	Industrial	Schalk	Venter	Male	0	0
AfroCentric Investments Corporation	Health	Dewald	Dempers	Male	South Africa	1022
AfroCentric Investments Corporation	Health	AV	van Buuren	Male	South Africa	0
Astral Foods	Food and Beverage	Christiaan Ernst	Schutte	Male	South Africa	63
Astral Foods	Food and Beverage	Christiaan Ernst	Schutte	Male	South Africa	63
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Aveng	Construction	HJ (Kobus)	Verster	Male	South Africa	57
Bidvest	Diversified Holdings	Brian	Joffe	Male	South Africa	76
Bidvest	Diversified Holdings	Lindsay P	Ralphs	Male	South Africa	67
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	MJ	Bolton	Male	South Africa	61
Cargo Carriers	Transport	Lekau	Letsoalo	Male	South Africa	0
Cashbuild	Retail	WF	de Jager	Male	South Africa	0
Cashbuild	Retail	Hester Helena	Hickey	Female	South Africa	70
Cashbuild	Retail	WF	de Jager	Male	South Africa	0
Clover Industries	Food and Beverage	Johan Hendrik	Vorster	Male	South Africa	54
Clover Industries	Food and Beverage	Johan Hendrik	Vorster	Male	South Africa	54
Crookes Brothers	Food and Beverage	GS	Clarke	Male	South Africa	0
Crookes Brothers	Food and Beverage	GS	Clarke	Male	South Africa	0
Distell	Food and Beverage	Richard	Rushton	Male	South Africa	58
FirstRand Bank	Banking and Financial Services	Sizwe E	Nxasana	Male	South Africa	65
FirstRand Bank	Banking and Financial Services	Johan Petrus	Burger	Male	South Africa	80
Foschini	Retail	AD	Murray	Male	South Africa	66
Foschini	Retail	AD	Murray	Male	South Africa	66
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	ST (Themba)	Mosai	Male	South Africa	0
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Group Five	Construction	ST (Themba)	Mosai	Male	South Africa	0
Group Five	Construction	Mike R	Upton	Male	South Africa	63
Group Five	Construction	Eric CJ	Vemer	Male	South Africa	53
Illovo	Food and Beverage	Gavin B	Dalgleish	Male	South Africa	51
Imperial Holdings	Transport	Mark J	Lamberti	Male	South Africa	71
Imperial Holdings	Transport	Mark J	Lamberti	Male	South Africa	71
Imperial Holdings	Transport	Osman S	Arbee	Male	South Africa	62
Imperial Holdings	Transport	Marius	Swanepoel	Male	South Africa	70
Imperial Holdings	Transport	Mohammed	Akoojee	Male	South Africa	41

Imperial Holdings	Transport	Mohammed	Akoojee	Male	South Africa	41
Liberty Holdings	Banking and Financial Services	Thabo	Dloti	Male	South Africa	54
Liberty Holdings	Banking and Financial Services	David	Munro	Male	British	68
Massmart	Retail	Guy	Hayward	Male	South Africa	56
Massmart	Retail	Guy	Hayward	Male	South Africa	56
Massmart	Retail	Mitchell	Slape	Male	United States	-1
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
Mr Price	Retail	Stuart	Bird	Male	South Africa	59
MTN Group	Technology and Telecommunications	RS (Prior)	Dabengwa	Male	South Africa	66
MTN Group	Technology and Telecommunications	Phuthuma	Nhleko	Male	South Africa	64
MTN Group	Technology and Telecommunications	Phuthuma	Nhleko	Male	South Africa	64
MTN Group	Technology and Telecommunications	Rob	Shuter	Male	South Africa	0
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Nampak	Paper and Packaging	Andre	de Ruyter	Male	South Africa	55
Nedbank	Banking and Financial Services	Michael WT	Brown	Male	South Africa	57
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
Pick n Pay Stores Ltd	Retail	Richard	Brasher	Male	British	65
RCL Foods	Food and Beverage	Miles	Dally	Male	South Africa	65
RCL Foods	Food and Beverage	Miles	Dally	Male	South Africa	65
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
SABMiller	Food and Beverage	Alan	Clark	Male	South Africa	1015
Sanlam	Banking and Financial Services	Johan	van Zyl	Male	South Africa	67
Sanlam	Banking and Financial Services	Ian	Kirk	Male	0	0
Sanlam	Banking and Financial Services	Ian	Kirk	Male	0	0
Sappi	Paper and Packaging	Stephen (Steve) R	Binnie	Male	South Africa	56
Sappi	Paper and Packaging	Stephen (Steve) R	Binnie	Male	South Africa	56
Sappi	Paper and Packaging	Stephen (Steve) R	Binnie	Male	South Africa	56
Sappi	Paper and Packaging	Stephen (Steve) R	Binnie	Male	South Africa	56
Sasol	Industrial	David E	Constable	Male	South Africa	1022
Sasol	Industrial	Bongani	Nqwababa	Male	South Africa	57
Sasol	Industrial	SR	Cornell	Male	0	0
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Shoprite	Retail	James Wellwood (Whitey)	Basson	Male	South Africa	77
Spar	Retail	Graham O	O'Connor	Male	South Africa	65
Spar	Retail	Graham O	O'Connor	Male	South Africa	65
Standard Bank Group	Banking and Financial Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank Group	Banking and Financial Services	Zweli	Manyathi	Male	South Africa	0
Standard Bank Group	Banking and Financial Services	Kenny	Fihla	Male	South Africa	0
Standard Bank Group	Banking and Financial Services	Margaret	Nienaber	Female	South Africa	0
Standard Bank Group	Banking and Financial Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank Group	Banking and Financial Services	Zweli	Manyathi	Male	South Africa	0
Standard Bank Group	Banking and Financial Services	Kenny	Fihla	Male	South Africa	0
Standard Bank Group	Banking and Financial Services	Margaret	Nienaber	Female	South Africa	0
Standard Bank Group	Banking and Financial Services	Sim	Tshabalala	Male	South Africa	56
Standard Bank Group	Banking and Financial Services	BJ (Ben)	Kruger	Male	South Africa	64
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
Steinhoff International	Diversified Holdings	Markus J	Jooste	Male	South Africa	55
Sun International	Hospitality	Greame E	Stephens	Male	South Africa	60
Sun International	Hospitality	Anthony (M)	Leaming	Male	South Africa	52

Sun International	Hospitality	Anthony (M)	Leeming	Male	South Africa	53
Sun International	Hospitality	Anthony (M)	Leeming	Male	South Africa	53
Tongaat Hulett	Food and Beverage	Peter H	Staude	Male	South Africa	67
Truworths	Retail	Michael	Mark	Male	South Africa	70
Truworths	Retail	Michael	Mark	Male	South Africa	70
WBHO	Construction	Elia Louw (Louwtjie)	Nel	Male	South Africa	0
WBHO	Construction	Elia Louw (Louwtjie)	Nel	Male	South Africa	0
Woolworths	Retail	Ian	Moir	Male	Australia	64
Woolworths	Retail	Ian	Moir	Male	Australia	64

CEO Remuneration - USD:

Financial Year:	No. of CEOs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
2007	9	6,458,174	16,589,022	717,575	1,843,225
2008	31	15,513,882	35,165,489	500,448	1,134,371
2009	33	17,742,773	34,727,050	537,660	1,052,335
2010	35	23,989,681	52,202,882	685,419	1,491,511
2011	34	25,996,049	55,396,688	764,590	1,629,314
2012	38	28,214,204	61,517,892	742,479	1,618,892
2013	40	29,253,261	61,145,055	731,332	1,528,626
2014	45	28,411,000	60,444,457	631,356	1,343,210
2015	38	24,345,819	52,874,249	640,679	1,391,428
2016	40	26,419,634	61,281,995	660,491	1,532,050
2017	37	21,617,602	43,755,740	584,260	1,182,588
2018	38	21,830,793	42,763,481	574,495	1,125,355
2019	39	23,013,614	43,527,127	590,093	1,116,080

Executive Director Remuneration - USD:

Financial Year:	No. of EDs:	Total Salaries:	Total Annual Remuneration:	Avg. of Salaries:	Avg. of Remuneration:
0	1	0	0	0	0
2007	29	11,702,120	29,304,221	403,521	1,010,490
2008	111	38,279,230	82,284,728	344,858	741,304
2009	122	41,078,011	81,022,996	336,705	664,123
2010	128	54,432,712	116,758,463	425,256	912,175
2011	124	57,310,763	129,500,162	462,184	1,044,356
2012	139	62,670,020	139,680,451	450,863	1,004,895
2013	138	64,225,045	137,216,277	465,399	994,321
2014	138	59,217,596	124,797,904	429,113	904,333
2015	134	53,966,968	118,018,903	405,767	887,360
2016	134	48,617,870	110,339,426	362,820	823,429
2017	114	43,528,552	85,786,419	381,829	752,512
2018	119	96,798,323	196,237,243	813,431	1,649,052
2019	107	42,389,682	86,401,633	396,165	807,492

Non-Executive Director Remuneration - USD:

Financial Year:	No. of NEDs:	Total Salaries:	Average Fees:

0	4	38,614,688	19,307,344
2007	81	6,503,744	80,293
2008	296	17,472,465	59,229
2009	292	18,264,805	62,551
2010	314	24,764,679	79,120
2011	324	28,319,735	87,407
2012	352	30,833,452	87,595
2013	352	28,809,608	81,845
2014	363	28,066,354	77,318
2015	356	30,111,298	84,582
2016	371	30,545,377	82,333
2017	331	25,651,592	77,497
2018	330	25,333,661	77,002
2019	303	164,856,052	544,079